

ROUTING AND RECORD SHEET

SUBJECT: (Optional) Linkage of Specific Performance Appraisal Report (PAR) Ratings to Eligibility for Performance-Related Awards				D/Pers 83-9774	
FROM: James N. Glerum Director of Personnel			EXTENSION	NO.	DATE
					21 January 1983
TO: (Officer designation, room number, and building)		DATE		OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
		RECEIVED	FORWARDED		
1. <i>will D/Pers</i> Executive Director		25 JAN 1983			Chuck:- Normally, I would not forward anything this lengthy but I believe you might find it interesting.
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3. <i>D/O.P.</i>					
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James N. Glerum

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83-9774

18 January 1983

MEMORANDUM FOR: Director of Personnel

FROM: [REDACTED]

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Chief, Policy and Programs Staff

SUBJECT: Linkage of Specific Performance Appraisal Report (PAR)
Ratings to Eligibility for Performance-Related Awards1. BACKGROUND

A. In accordance with the Executive Director's memorandum of 22 November 1982, we have completed our review of all the issuances where specific PAR rating levels are indicated as requirements for eligibility for performance-related awards. Of the nine performance-related awards in the Agency's system, five are medals or certificates and four are monetary awards (SIS Awards and Rank Stipends; Exceptional Accomplishment; Special Achievement; QSI). None of the non-monetary awards require specific PAR rating levels. Of the monetary awards, only the SIS Awards and QSI have specific PAR rating level requirements. [REDACTED]

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B. As noted in the attached report of our review, the current policy for a PAR level of 6 or 7 for a QSI was approved by the Executive Committee in June 1980. The Headquarters Notice which announced it has expired. The expiration of the notice, however, means only that there is now no official, current document of regulatory import that specifies the policy; it does not mean that the policy itself has expired. The comparison chart in the Incentive Awards Program Handbook is the only document which contains a reference to the policy and, while it is an official publication, it probably does not have the weight of regulation. The current SIS Award policy was approved by the Executive Committee in September 1980. [REDACTED]

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2. DISCUSSION

A. In his 22 November 1982 memorandum, the Executive Director stated that he "would see to the revision of those regulations or notices requiring a numeric rating of 6 or 7 for eligibility for rank stipends, bonuses, QSIs, Senior School nominations and the like." The perception [REDACTED]

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